

R-2014-00489
6-25-14

MEMORANDUM OF AGREEMENT
BETWEEN THE COUNTY OF ESSEX, THE COUNTY SHERIFF,
AND THE ESSEX COUNTY SUPERIOR OFFICER'S ASSOCIATION
(SHERIFF)
FOP LODGE NO. 138

The County of Essex and the Essex County Sheriff, (the "County") and the Essex County Superior Officer's Association (Sheriff) FOP Lodge No. 138 (the "Association"), having engaged in collective negotiations, hereby mutually agree as follows with respect to modification of the terms of Memorandum of Agreement which expired on December 31, 2013.

1. The terms of the prior Collective Bargaining Agreement and Memorandums of Agreement between the parties shall remain in full force and effect except as herein modified.

2. **Term of Agreement:**

A term of the new Agreement shall be for a period of four (4) years, effective January 1, 2014 through December 31, 2017.

3. **Wages:**

Wage shall be increased as follows:

Effective January 1, 2014	2.00%
Effective January 1, 2015	2.00%
Effective January 1, 2016	2.00%
Effective January 1, 2017	2.00%

Step movement shall continue per past practice during the life of this Agreement.

4. **Health Benefits:**

Employees may select any health plan offered by the County. Employees hired after the full execution of this agreement shall not be eligible for Traditional coverage.

5. Health Benefits

Revise to provide:

“Employees shall contribute amounts as set forth by Chapter 78, P.L. 2011. Once full implementation is reached, the contributions shall remain at the maximum level of contribution set forth in Chapter 78, P.L. 2011 for the remainder of this Collective Negotiations Agreement, through December 31, 2017.”

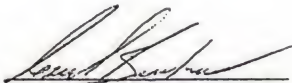
6. Retention of Existing Benefits

Add the same language contained in the 2006-2007 collective negotiations agreement between the County and PBA Local No. 183.

7. This Memorandum of Agreement, together with the prior Collective Bargaining Agreement and Memorandums of Agreement between the parties, represents the complete and final agreement between the parties, and is contingent upon ratification and approval of the association membership, the Sheriff, the Essex County Executive and the Essex County Board of Chosen Freeholders.
8. All proposals, whether written or oral, presented by the parties during the course of the negotiations are deemed withdrawn and not a part of this Agreement. This Agreement cannot be modified except by a writing signed by the parties.

IN WITNESS WHEREOF, the parties have by their authorized
representatives, set their hands and seals this day 2014.

Essex County Superior Officer's
Association (Sheriff)

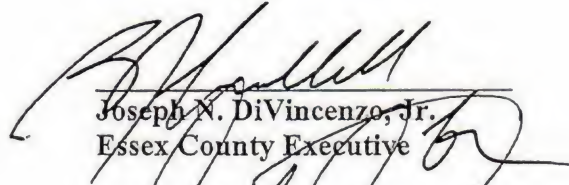


Sgt. Cecil Barker
President



Armando B. Fontoura
Sheriff

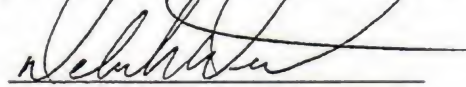
For the County of Essex



Joseph N. DiVincenzo, Jr.
Essex County Executive

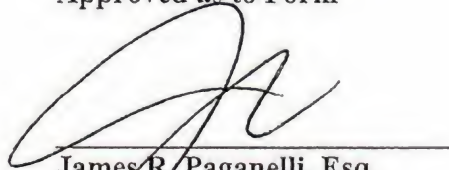


State Delegate



Deborah Davis Ford, Clerk of
Board of Chosen Freeholders

Approved as to Form



James R. Paganelli, Esq.
Essex County Counsel